

2017 SPRING SYMPOSIUM



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Governance SLAM

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We know it when we see it, says the regulator.

*Regulators are expecting directors with significant experience and background relevant to running an insurance organization. However, most regulators have not been prescriptive in outlining required/ desired qualification and operate on a we know it when we see it basis. **How does a fraternal translate this into action and change with their convention/ direct election? What should we say when delegates ask what specific requirements is the state looking for?***



Don't let yesterday use up too much of today.
How does a fraternal whose mission includes preserving history and heritage get over the desire of members to preserve the traditional governance structures of the society that have been in place for a century. This is viewed as a fundamental part of their history and heritage.



He's a showboat, he's a grand-stander, the society has been in turmoil. You know that, I know that. Everybody knows that. Should the board have authority to remove directors who are not meeting their duties as directors? How does a board attend to discipline of non-performing members? Could a society abuse its authority by removing a director for largely political reasons and not for a true breach of duty?



The best argument against democracy is a five-minute conversation with the average voter.

Board involvement in the recruiting and selection process for directors. On the positive side this can help identify and select qualified candidates who are a good fit for the skills and backgrounds needed on the board. On the negative side this could promote self-interest and undermine member control in a representative form of governance.



I don't let my schooling get in the way of my education.
How do I get my board members to read the board materials that we take great care to prepare and send out in advance? During discussions, it's clear that many have not read anything. Frustrating.



All have their worth and each contributes to the worth of the others.

How should the board or the convention set the compensation for the CEO? Even looking at other society's compensation may not help us offer the right package to get the right person in that important position.



The future depends on what you do today.
The future is here, and we are not addressing it.
Talking about what we already know dominates
board meetings. Convincing the board to invest time
and resources in strategy is a challenge. Help!



What we have here is a failure to communicate.

Some boards are run around the CEO and make managerial decisions that are often ill-informed and create tension, resentment and a strained relationship that should be a partnership.



It's not you, it's me.

Boards of financially challenged fraternal organizations have been known to reject quality offers for a merger despite the advice of their CEO and other experts. They believe they can survive on their own although there is no data to support this claim. What can be done?



***When life gives you lemons, ask for
salt and tequila!***

The staff of this society has turned over often in the past few years and now appears to have qualified staff in place.



We all must face the choice between what is right and what is easy

A new CEO fresh to the fraternal system discovered that many changes needed to occur to stay afloat. After a while, the CEO determined much more was necessary. After cleaning up operations, this CEO poised the society as a valuable merger partner. Several suitors were attracted to this society because of the work of this courageous CEO. For the good of the members, this CEO made tough decisions which protects members and retains this society's identity – and it will now have the resources of a much larger fraternal.



Education is the mother of leadership

Two well-run societies were recently able to convince their members to approve major modern changes to bylaws which passed easily due to good communications. Education is key!



One step forward, two steps back

This society made some good changes to their bylaws. In a surprising turn, the board later started making operational decisions that should be out of their area of activities and should be left to paid staff who have been left with much less decision-making power. Why the about face?



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Rights can be considered wrongs, depending on who is judging.

At a recent society convention, delegates both approved an increase in their own stipend and reduced staff salaries. When the power is in the wrong place, members make bad decisions, especially when there is conflict of interest.



Q & A





Be cool.

- Champaign Art Tour of hotel art with guide - meet at the Member Hub at 4:15 pm if you wish to participate. *Free champagne!*
- Dinner on your own
- Shuttle buses to MB Financial Park will be running back and forth starting at 6:00 pm.

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